

charges equivalent to rent reserved in this Lease for the remainder of the Lease Term over the then reasonable rental value of the Premises for the remainder of the Lease Term, all of which amounts shall be immediately due and payable from the Tenant to the Landlord.

C. Anything heretofore contained to the contrary notwithstanding, if any default shall occur, other than in the payment of money, which cannot with due diligence be cured within a period of thirty (30) days, and the Tenant, prior to the expiration of thirty (30) days from and after the giving of notice as provided in this Lease, commences to eliminate the cause of such default and proceeds diligently and with reasonable dispatch to take all steps and do all work required to cure such default and does so cure such default, then the Landlord shall not have the right to declare the Lease Term ended by reason of such default.

11. Maintenance, Repairs, Utilities:

A. The Landlord warrants that the Premises are in good condition at the commencement of this Lease and that no condition or state of repair of any portion of the Premises is such that the Tenant could not fulfill its obligations to obtain insurance required by the terms of this Lease (1) at rates not substantially in excess of the rates currently in effect for such insurance currently in force and (2) without performing repairs to any portion of the Premises.

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY
MODEL PROGRAM REPORT

1. APPLICANT

Name of Applicant SlocuMedia, Inc.	Address P.O.Box 105 Fishersville, VA 22939
Telephone Number (include area code) 703-943-9292	

2. This form is being submitted in conjunction with:

☐ Application for Construction Permit for New Station ☒ Application for Assignment of License

☒ Application for Transfer of Control

(a) Call letters (or channel number of frequency) **WZKT-AM 1490 kiloHertz**

(b) Community of License (city and state) **Waynesboro, VA**

(c) Service: ☒ AM ☐ FM ☐ TV ☐ Other (Specify) _____

INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. If minority group representation in the available labor force is less than five percent (in the aggregate), a program for minority group members is not required. In such cases, a statement so indicating must be set forth in the EEO model program. However, a program must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant proposes to employ fewer than five full-time employees, no EEO program for women or minorities need be filed.

Guidelines for a Model EEO Program and a Model EEO Program are attached.

NOTE: Check appropriate box, sign the certification below and return to FCC:

- ☐ Station will employ fewer than 5 full-time employees; therefore no written program is being submitted.
- ☒ Station will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this **21st** day of **August**, 19**89**

Signed

Title

General Manager/President

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.
U.S. CODE, TITLE 18, SECTION 1001.

GUIDELINES TO THE MODEL EEO PROGRAM

The model EEO program adopted by the Commission for construction permit applicants, assignees and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

I. GENERAL POLICY

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified minorities and women in the relevant available labor force.

II. RESPONSIBILITY FOR IMPLEMENTATION

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

IV. RECRUITMENT

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified minority and female job applicants. Not all of the categories of recruitment sources need be utilized. The purpose of the listing is to assist the applicant in developing specialized referral sources to establish a pool of qualified minorities and women who can be contacted as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

V. TRAINING

Training programs are not mandatory. Each applicant is expected to decide, depending upon its own individual situation, whether a training program is feasible and would assist in its effort to increase the available pool of qualified minority and female applicants. Additionally, the applicant may set forth any other assistance it proposes to give to students, schools or colleges which is designed to be of benefit to minorities and women interested in entering the broadcasting field. The beneficiary of such assistance should be listed, as well as the form of assistance, such as contributions to scholarships, participation in work study programs, and the like.

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It will be our policy to provide employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

II. RESPONSIBILITY FOR IMPLEMENTATION

(Name/Title) Scott Slocum, General Manager/Pres. will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

III. POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

- ☒ The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause. If unions become involved, contracts will contain the non-discrimination clause.
- ☐ Other (specify)

IV. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration whenever job vacancies occur, we propose to utilize the following recruitment procedures:

- ☒ We will contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of organizations we intend to contact are:

LOCAL CHAPTER OF N.A.A.C.P.

FEMALE COMMUNICATIONS STUDENTS AT MARY BALDWIN COLLEGE, STAUNTON

- ☒ In addition to the organizations noted above, which specialize in minority and women candidates, we will deal only with employment services, including State employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex. Examples of these employment referral services are:

Virginia Employment Commission

- ☒ When we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with minority and women enrollments. Educational institutions to be contacted for recruitment purposes are:

Mary Baldwin College, Staunton, VA (women's college)

James Madison University, Harrisonburg, VA

- ☒ When we place employment advertisements with media some of such advertisements will be placed in media which have significant circulation or viewership or are of particular interest to minorities and women. Examples of media to be utilized are:

Waynesboro News-Virginian, daily newspaper

WZKT Radio

Bulletin Board in Communications School, Mary Baldwin College

- ☒ We will encourage employees to refer qualified minority and women candidates for existing and future job openings.

V. TRAINING

- ☐ Station resources and/or needs will be such that we will be unable or do not choose to institute programs for upgrading the skills of employees.
- ☒ We will provide on-the-job training to upgrade the skills of employees.
- ☒ We will provide assistance to students, schools, or colleges in programs designed to enable qualified minorities and women to compete in the broadcast employment market on an equitable basis:

School or Other Beneficiary

Proposed Form of Assistance

Mary Baldwin College

News Dept. internship

Virginia Association of Broadcasters

Summer internship

- ☐ Other (specify)

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the application requested is consistent with the public interest. The staff, consisting variously of attorneys, analysts, engineers, and applications examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.



WZKT
AM 1490 • "THE KAT"

P.O. BOX 40 • WAYNESBORO, VA 22980 • (703) 943-9292, 886-8329

RECEIVED BY
MAR 13 1989
FCC MAIL BRANCH

MAR 16 12 04 PM '89
AUDIO SERVICES
COMMUNICATIONS

March 8, 1989

Federal Communications Commission
Washington, D.C. 20554

Dear Sirs;

This letter serves to notify you that consummation of all acts necessary for a change of ownership of WZKT Inc., Waynesboro, Virginia were completed on February 20, 1989. As originally filed our request for assignment of the license to operate only changed the form of ownership and did not effect the actual owners and management of WZKT.

FCC Form 323 has been filed. WZKT is now owned by Waynesboro Broadcasting Limited Partnership with WZKT, Inc. being the General Partner. All ownership remains the same as Waynesboro Broadcasting Corporation.

Cordially;

Mary Alice Coleman

Mary Alice Coleman, Vice President and Secretary

FEDERAL COMMUNICATIONS COMMISSION

WASHINGTON, D.C. 20554

IN REPLY REFER TO:
8910

Waynesboro Broadcasting Limited
Partnership
P. O. Box 40
Waynesboro, VA 22980

Call Letters: WZKT
Date Granted: 12-30-88
File Number(s) BAL-881220EA

NOTICE TO ASSIGNEE

Enclosed is FCC Form 732 notifying you of Commission consent to the assignment of the construction permit and/or license of the station(s) therein described. Voluntary assignments are required to be completed within sixty (60) days of the date granted.

In addition to the filing of the below mentioned FCC Form 323, you are required to immediately notify this office (8910), by letter, as to the exact date of the consummation; that is, the date on which the acts necessary to effect the assignment were completed.

Within thirty (30) days after the consummation of the assignment it will be necessary for you to submit an Ownership Report (FCC Form 323) reporting all changes as required by Section 73.3615 of the Rules. Where applicable, a separate Ownership Report should also be completed and submitted for any holding company (25% or greater ownership interest) of the licensee/permittee. Contractual information required by Section 73.3613 should be reported for the assignee in Item 6, page one of the Ownership Report and copies of each instrument should be submitted with the report. If this is an involuntary assignment that was the result of a death or court action, an Ownership Report must be filed to determine that all requirements of the Rules have been met and reported.

In the event the assignee is the licensee/permittee of another station and has a current Ownership Report on file, you may complete and file only page one of FCC Form 323 to reflect the acquisition of the station(s) listed above. FCC Form 323 is enclosed for your convenience in filing.

It is of the utmost importance that all Commission correspondence comes to the immediate attention of the permittee or licensee. Only one mailing address can be maintained for each station. Unless we hear from you to the contrary, the above address will be used as your permanent mailing address.

If the assignor has any applications pending before the Commission, these applications must be amended to reflect the name of the assignee. Upon consummation of the assignment, amendments to each application must be filed by the assignee, in triplicate, signed by the proper party (see Section 73.3513 of the Rules). Further processing of these applications will be withheld pending receipt of the amendment.

Enclosures
cc: Ownership

UNITED STATES OF AMERICA
FEDERAL COMMUNICATIONS COMMISSION
Washington, D.C. 20554

File No.(s): BAL-881220EA

Class of station(s): AM

<input checked="" type="checkbox"/> CONSENT TO ASSIGNMENT: <input type="checkbox"/> CONSENT TO TRANSFER CONTROL: <input type="checkbox"/> CONSENT TO TRANSFER STOCK: Whereby of Control by is effected.	FROM Waynesboro Broadcasting Corporation
	TO Waynesboro Broadcasting Limited Partnership
Licensee/Permittee: (for transfer only)	

CALL SIGN(s)

STATION LOCATION(s)

AUXILIARY STATION(s) (for assignments only)

WZKT

Waynesboro, VA

ALL CURRENTLY AUTHORIZED AUXILIARY
SERVICES

Under authority of the Communications Act of 1934, as amended, the consent of the Federal Communications Commission is hereby granted to the transaction indicated above.

The Commission's consent to the above is based on the representations made by the applicants that the statements contained in, or made in connection with, the application are true and that the undertakings of the parties upon which this transaction is authorized will be carried out in good faith.

The actual consummation of voluntary transactions shall be completed within 60 days from the date hereof, and notice in letter form thereof shall promptly be furnished the Commission by the buyer showing the date the acts necessary to effect the transaction were completed. Upon furnishing the Commission with such written notice, this transaction will be considered completed for all purposes related to the above described station(s).

FCC Form 323 (Ownership Report), must be filed within 30 days after consummation, by the licensee/permittee or assignee.

ADDITIONAL REQUIREMENTS FOR ASSIGNMENTS ONLY:

Upon consummation the assignor must deliver the permit/license, including any modifications thereof to the assignee.

It is hereby directed that, upon consummation, a copy of this consent be posted with the station authorization(s) as required by the Commission's Rules and Regulations.

The assignee is not authorized to construct nor operate said station(s) unless and until notification of consummation in letter form has been forwarded to the Commission.

Dated: 12-30-88

FEB 10 1989

FEDERAL
COMMUNICATIONS
COMMISSION



FCC 732
March 1983

GARDNER, CARTON & DOUGLAS

MARTIN R. HOFFMANN
MICHAEL L. GLASER*
FRANCIS E. FLETCHER, JR.
M. SCOTT JOHNSON
G. CHRISTOPHER GRINER
J. CURTIS MOFFATT
E. MICHAEL FLANAGAN
RONALD J. JARVIS
ROBERT W. PERDUE
DANIEL G. SHILLITO
STEPHEN B. CLARKSON

COUNSEL
WILLIAM P. BERTON
L. STEPHEN QUATANNENS

M. PETER ADLER** NANCY RIZZO MOHLER
JOSEPH P. BENKERT* MATTHEW J. PLACHE**
LYNN M. CLANCY PETER W. OUISLEY
MARY E. EVANS PATRICK C. ROCK**
ALAN J. LIPSITZ LYNN E. SHAPIRO
DONNA K. THIEL

*ALSO ADMITTED IN COLORADO
**NOT ADMITTED IN DISTRICT OF COLUMBIA

1001 PENNSYLVANIA AVENUE, N.W.

SUITE 750

WASHINGTON, D.C. 20004

(202) 347-9200

CABLE-COMMLAW

TELEX: 5106001315

EASYLINK: 62928003

TELECOPIER: (202) 628-0470

QUAKER TOWER
321 NORTH CLARK STREET
CHICAGO, IL 60610-4795
(312) 644-3000

800 S. MILWAUKEE AVENUE
LIBERTYVILLE, IL 60048
(312) 367-0320

27400 NORTHWESTERN HIGHWAY
SOUTHFIELD, MI 48034
(313) 356-1660

370-17TH STREET
DENVER, CO 80202-3520
(303) 592-5400

AM BRANCH

December 30, 1988

Federal Communication Commission
1919 M Street, N.W.
Room 342
Washington, D.C. 20554

Re: Form 316
Pro Forma Assignment
Station WZKT (AM)
Waynesboro, Virginia

Dear Myrtle Hastie:

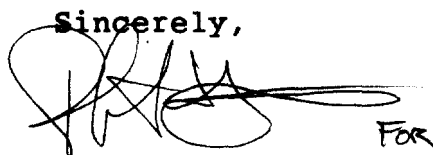
With respect to the above referenced application, this letter is to confirm that the shareholders listed in exhibit 1 will have a vote as a general partner in the percentages indicated:

Kenneth and Nancy Bowman	22.7%
Leon Harris	22.7%
Florence Ayers	21.1%
Warren and Mary Alice Coleman	19.6%
Dennis and Barbara Royer	14.4%

Furthermore, the shareholders will hold the same equity ownership as a limited partner.

Should any questions arise in connection with this matter, kindly contact the undersigned.

Sincerely,



M. Scott Johnson

MSJ/vj
2007J

GARDNER, CARTON & DOUGLAS

1001 PENNSYLVANIA AVENUE, N.W.

SUITE 750

WASHINGTON, D.C. 20004

(202) 347-9200

CABLE-COMMLAW

TELEX: 5106001315

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MARTIN R. HOFFMANN
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ROBERT W. PERDUE
DANIEL G. SHILLITO
STEPHEN B. CLARKSON

COUNSEL
WILLIAM P. BERNTON
L. STEPHEN QUATANNENS

M. PETER ADLER** NANCY RIZZO MOHLER
JOSEPH P. BENKERT* MATTHEW J. PLACHE**
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*ALSO ADMITTED IN COLORADO
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27400 NORTHWESTERN HIGHWAY
SOUTHFIELD, MI 48034
(313) 356-1660

370-17TH STREET
DENVER, CO 80202-3520
(303) 592-5400

December 20, 1988

Federal Communications Commission
1919 M Street, N.W.
Room L-18
Washington, D.C. 20554

RECEIVED

881280

FCC
FEE SECTION

Re: Form 316
Pro forma Assignment
Station WZKT(AM)
Waynesboro, Virginia

Dear Sir or Madam:

Transmitted herewith, on behalf of Waynesboro Broadcasting Corporation, are an original and two (2) copies of its Form 316 application for consent to a pro forma assignment of its license to a limited partnership controlled by its shareholders.

Also attached hereto is the required filing fee in the form of a check, from the firm of Gardner, Carton & Douglas, made payable to the Federal Communications Commission for Station WZKT(AM), in the amount of Seventy (\$70) Dollars.

Should any questions arise in connection with this matter, kindly contact the undersigned.

Sincerely,



M. Scott Johnson

MSJ/df
Enclosure

FEE NO:

00018341

FEE TYPE:

MKY

FEE AMT:

70.00

UNITED STATES OF AMERICA

FEDERAL COMMUNICATIONS COMMISSION

Washington, D. C. 20554

10 SEC:

APPLICATION FOR CONSENT TO ASSIGNMENT OF

RADIO BROADCAST STATION CONSTRUCTION PERMIT OR

LICENSE OR TRANSFER OF CONTROL OF CORPORATION

HOLDING RADIO BROADCAST STATION CONSTRUCTION

PERMIT OR LICENSE

Approved by OMB

3060-0009

Expires 4/30/90

File No.

BAL-881220EA

1. Application for: (Check One)

☒ Consent to Assignment☐ Consent to Transfer of

2. Name and post office address of assignor (or transferor)

WAYNESBORO BROADCASTING CORPORATION

P.O. Box 40

Waynesboro, Virginia 22980

3. Send notices and communications to the following-named person at the post office address indicated

Florence Ayers, President

4. Name and post office address of assignee (or transferee)

Waynesboro Broadcasting Limited Partnership

P.O. Box 40

Waynesboro, Virginia 22980

5. Name and post office address of licensee (or permittee)

Waynesboro Broadcasting Corporation

P.O. Box 40

Waynesboro, Virginia 22980

6. Authorization which is proposed to be assigned or transferred:

Call letters

Location

WZKT (AM)

Waynesboro, Virginia

Class of station

File Number

(AM-FM-TV)

(AM)

7. Authorizations of any Remote Control Stations or stations held by licensee (or permittee) which are to be assigned or transferred:

Call letters

On File

881220

FCC

8. State file numbers of any other Remote Control Stations which involve the licensee (or permittee)

N/A

9. Attach as Exhibit No. 1 a full narrative statement of the circumstances leading to the assignment (or transfer) and the reasons therefor. Fill out Item 15 to show the disposition of stock partnership interests) both before and after the proposed assignment (or transfer). The name, residence, citizenship and office, if any, of each stockholder (or partner) should also be shown.

10.a. If the assignment (or transfer) is voluntary:

(1) Attach as Exhibit No. 1 all contracts, agreements or understandings (the substance of oral agreements should be reduced to writing) by which the stock (or other interest) is transferred.

b. If the assignment (or transfer) is involuntary:

(1) In the case of bankruptcy, or legal disability of the assignor (or transferor), attach as Exhibit No. _____ certified copy of all court orders pertaining to the assignment (or transfer).
(2) In case of death of the assignor (or transferor), attach as Exhibit

No. _____ the Will or Letters Testamentary and all pertinent court orders.

N/A

(Short Form)

APPLICANT SHOULD NOT USE THIS BOX

GENERAL INSTRUCTIONS

A. This form is to be used when applying for authority for Assignment of a Radio Broadcast Station Construction Permit or License or for Consent to Transfer of Control of Corporation Holding Radio Broadcast Station Construction Permit or License where:

1. There is an assignment from an individual or individuals (including partnerships) to a corporation owned and controlled by such individuals or partnerships without any substantial change in their relative interests.
2. There is an assignment from a corporation to its individual stockholders without effecting any substantial change in the disposition of their interests.
3. There is an assignment or transfer by which certain stockholders retire, provided that the interest transferred is not a controlling one.
4. There is a corporate reorganization which involves no substantial change in the beneficial ownership of the corporation.
5. Where there is an assignment or transfer from a corporation to a wholly owned subsidiary thereof or vice versa, or where there is an assignment from a corporation to a corporation owned or controlled by the assignor stockholders without substantial change in their interests.
6. There is an assignment of less than a controlling interest in a partnership.
7. There is an involuntary transfer to an Executor, Administrator or other court appointed officer caused by death or legal disability. (Note: This form does not cover assignments (or transfers) from the Executor, Administrator or other court appointed officers to the ultimate beneficiary.)

B. The Commission reserves the right to require refiling of the application on Forms 314 or 315 if in its judgement this form does not apply to the assignment or transfer when approval is sought.

C. Number exhibits serially in the space provided in the body of the form and list each exhibit in the space provided on the back of this sheet. Date each exhibit.

D. The names of the applicants shall be the exact corporate names, if corporations; if partnerships, the names of all partners and the names under which the partnerships do business; if unincorporated associations, the names of executive officers, their offices, and names of the associations.

E. Information called for by this application which is already on file with the Commission need not be refilled in this application provided (1) the information is now on file in another or FCC form filed by or on behalf of these applicants; (2) the information is identified fully by reference to the file number (if any), the FCC form number, and the filing date of the application or other form containing the information and the page or paragraph referred to and (3) after making the reference, the applicants state: "No change since date of filing." Any such reference will be considered to incorporate into this application all information, confidential or otherwise, contained in the application or other form referred to. The incorporated application or other form will thereafter, in its entirety, be open to the public.

F. This application shall be personally signed by the applicant, if the applicant is an individual; by one of the partners, if the applicant is a partnership; by an officer, if the applicant is a corporation; by a member who is an officer, if the applicant is an unincorporated association; or by the applicant's attorney in case of the applicant's physical disability or of his absence from the United States. The attorney shall, in the event he signs for the applicant, separately set forth the reason why the application is not signed by the applicant. In addition, if any matter is stated on the basis of the attorney's belief only (rather than his knowledge), he shall separately set forth his reasons for believing that such statements are true.

G. PREPARE AND FILE THREE COPIES OF THIS FORM AND ALL EXHIBITS WITH FEDERAL COMMUNICATIONS COMMISSION, WASHINGTON, D. C. 20554.

H. BE SURE ALL NECESSARY INFORMATION IS FURNISHED AND ALL PARAGRAPHS ARE FULLY ANSWERED. IF ANY PORTIONS OF THE APPLICATION ARE NOT APPLICABLE, SPECIFICALLY SO STATE. DEFECTIVE OR INCOMPLETE APPLICATIONS MAY BE RETURNED WITHOUT CONSIDERATION.

11. Attach as Exhibit No. 1 a statement showing the consideration or thing of value, if any, which is to be given for the stock or interest being assigned (or transferred). If the consideration is monetary, this statement should indicate exactly to whom it is being paid.

12. Attach as Exhibit No. None a statement showing other broadcast interests of each new stockholder or partner.

13. Does the assignee (or transferee) propose to continue present program policies and schedules without substantial change? Yes ☒ No ☐

If the answer is "No", attach as Exhibit No. 2 a full statement showing a percentage breakdown in terms of types of programs, a composite week breakdown, a specific statement as to the amount of time to be used for commercial programs and a summary account of new or proposed program policies.

14. In the following table, in all cases, the interest held before and after transfer must be given in terms of percentages. In the case of corporations, the interest must be stated in terms of shares of stock held as well as the percentage equivalent thereof.

NAME AND RESIDENCE OF STOCKHOLDER, PARTNER, ETC. (CITY AND STATE ONLY)	CITIZENSHIP	INTEREST HELD				TOTAL SHARES OUTSTANDING IF A CORPORATION	
		Before Transfer or Assignment		After Transfer or Assignment		Before Transfer or Assignment	After Transfer or Assignment
		Shares	%	Shares	%		
Kenneth and Nancy Bowman	U.S.		22.7		22.7		
Léon Harris	U.S.		22.7		22.7		
Florence Ayers	U.S.		21.1		21.1		
Warren and Mary Alice Coleman	U.S.		19.6		19.6		
Dennis and Barbara Royer	U.S.		14.4		14.4		

15. If legal counsel were employed in the preparation or presentation of this application, give name and mailing address For assignor (or transferor) M. Scott Johnson, Esq.

Gardner, Carton & Douglas

1001 Pennsylvania Ave., N.W., Washington, D.C. 20004

For assignee (or transferee)

Same

The applicants waives any claim to the use of any particular frequency or of the electromagnetic spectrum as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and request consent to assignment of this license or transfer of control over the licensee corporation in accordance with this application. (See Section 304 of the Communications Act of 1934). The applicants represent that this application is not filed for the purpose of impeding, obstructing, or delaying determination on any other application with which it may be in conflict. All the statements made in this application and attached exhibits are considered material representations, and all the exhibits are a material part hereof and are incorporated herein as if set out in full in this application. The applicants, or the undersigned on the applicants' behalf, state that they endeavored to supply full and correct information as to all matters which are relevant to this application and that they have done so as to all matters within their own knowledge.

CERTIFICATION

I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Waynesboro Broadcasting Corporation
Name of Assignor (or Transferor)

By Florence B. Ayers
(Signature)

Title President Date 12/16/88

Waynesboro Broadcasting Limited Partnership
Name of Assignee (or Transferee)

By Florence B. Ayers
(Signature)

Title President - Partner Date 12/16/88

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose(s) for which the information will be used is to determine if the benefit requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and application examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain this authority. Accordingly, every effort should be made to provide all necessary information.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552 a (e)(3), AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

EXHIBITS furnished as required by this form

EXHIBIT NO.	QUESTION NO. OF FORM	NAME OF OFFICER OR EMPLOYEE (1) BY WHOM OR (2) UNDER WHOSE DIRECTION EXHIBIT WAS PREPARED (SHOW WHICH)	OFFICIAL TITLE
1	All	Florence Ayers (1)	President



WZKT

AM 1490 • "THE KAT"

P.O. BOX 40 • WAYNESBORO, VA 22980 • (703) 943-9292, 886-8329

RESOLUTION OF THE BOARD OF DIRECTORS AND SHAREHOLDERS OF WAYNESBORO BROADCASTING CORPORATION

The Shareholders, Officers, and Directors of Waynesboro Broadcasting Corporation have met and decided it is in their best interest to dissolve Waynesboro Broadcasting Corporation and assign its assets to a new Limited Partnership to be known as Waynesboro Broadcasting Limited Partnership. The current Shareholders of Waynesboro Broadcasting Corporation will have the same equity and voting interest in the new Limited Partnership as they currently have in the existing corporation. Accordingly the Shareholders will have:

Kenneth and Nancy Bowman	22.7%
Leon Harris	22.7%
Florence Ayers	21.1%
Warren and Mary Alice Coleman	19.6%
Dennis and Barbara Royer	14.4%

Attested to on this date by the following officers:

Florence A. Ayers
President

Mary A. Coleman
Secretary

December 16, 1988

L I C E N S E R E N E W A L A U T H O R I Z A T I O N

RUN DATE: 15-88-09

THIS IS TO NOTIFY YOU THAT YOUR
APPLICATION FOR RENEWAL OF
LICENSE WAS GRANTED ON 09-15-88
FOR A TERM EXPIRING ON 10-01-95
FREQUENCY: 1490KHZ

THIS IS YOUR LICENSE RENEWAL
AUTHORIZATION FOR STATION
WZKT
WAYNESBORO VA

WAYNESBORO BROADCASTING CORPORATION
WZKT ~~AM STATION~~
1304 IVY ST. P.O. BOX 40
WAYNESBORO, VA 22980

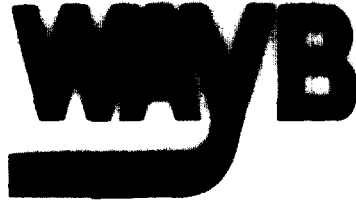
THIS ALSO IS THE RENEWAL
CERTIFICATE FOR YOUR CURRENTLY
AUTHORIZED AUXILIARY SERVICES.

THIS CARD MUST BE POSTED WITH THE
STATION'S LICENSE CERTIFICATE AND
ANY SUBSEQUENT MODIFICATIONS.

correct call sign

*old call sign W4YB
changed 6/1/88*

Waynesboro's
First Station
Since 1947



Personality
Radio

1304 Ivy Street • P. O. Box 40 • Waynesboro, Virginia 22980 • 703-943-WAYB (943-9292) or 703-886-8329

25 May 1988

Federal Communications Commission
Washington, DC 20554

Gentlemen:

Waynesboro Broadcasting Corporation, licensee of WAYB-AM in Waynesboro Virginia, has analyzed our RF radiation under ANSI standards, and we are in compliance with the regulations.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott Slocum".

Scott Slocum
General Manager, WAYB

A handwritten signature in black ink, appearing to read "G.E. Channells".

G.E. Channells
Chief Engineer

United States of America
Federal Communications Commission
Washington, D.C. 20554

Approved by OMB
3000-0110
Expires 8/31/90

APPLICATION FOR RENEWAL OF LICENSE FOR COMMERCIAL AND NONCOMMERCIAL AM, FM OR TV BROADCAST STATION

1. Name of Applicant
Waynesboro Broadcasting Corporation
Mailing Address
P.O. Box 40, 1304 Ivy Street, Waynesboro, Va. 22980
Call Letters
WAYB (WZKT as of 6/1/88)
City
Waynesboro
State
Virginia
ZIP Code
22980

2. Have the following reports been filed with the Commission:

(a) The Annual Employment Reports (FCC Form 395) as required by Section 73.3612 of the Commission's rules?

☒ Yes ☐ No

If No, attach as Exhibit No. _____ an explanation.

(b) The applicant's Ownership Report (FCC Form 323 or 323-E) as required by Section 73.3615 of the Commission's rules?

☒ Yes ☐ No If No, give the following information:

Date last ownership report was filed. _____
Call letters of the renewal application with which it was filed. _____

3. Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments?

☒ Yes ☐ No

If No, attach as Exhibit No. _____ an explanation.

4. Since the filing of the applicant's last renewal application for this station or other major application, has an adverse finding been made, a consent decree been entered or final action been approved by any court or administrative body with respect to the applicant or parties to the application concerning any civil or criminal suit, action or proceeding brought under the provisions of any federal, state, territorial or local law relating to the following: any felony; lotteries; unlawful restraints or monopolies; unlawful combinations; contracts or agreements in restraint of trade; the use of unfair methods of competition; fraud; unfair labor practices; or discrimination?

☐ Yes ☒ No

If Yes, attach as Exhibit No. _____ a full description, including identification of the court or administrative body, proceeding by file number, the person and matters involved, and the disposition of litigation.

5. Has the applicant placed in its public inspection file at the appropriate times the documentation required by Section 73.3526 or 73.3527 of the Commission's rules?

☒ Yes ☐ No

If No, attach as Exhibit No. _____ a complete statement of explanation.

THE APPLICANT hereby waives any claim to the use of any particular frequency or of the electromagnetic spectrum in the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended.)

THE APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all the exhibits are a material part hereof and are incorporated herein as set out in full in the application.

I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this 27 day of May 1988

Name of Applicant

Waynesboro Broadcasting Corporation

By Signature

President

Title

WILLFUL FALSE STATEMENTS MADE ON THIS FORM
ARE PUNISHABLE BY FINE AND IMPRISONMENT,
U.S. CODE, TITLE 18, SECTION 1001

FEE SECTION

SEE NO.	08009107
FEE TYPE	MRY
FEE AMT : \$	30.00
ID NO.	12

Question-by-Question Guidelines (FCC Form 303-S)

1. The name of the applicant should be stated exactly as it appears on the station's existing license. The current street address or post office box used by the applicant for receipt of Commission correspondence should be set forth.
2. Every station with five or more full-time employees must file an employment report on or before May 31 of each year. That report is to be available locally for public inspection.
A current and complete ownership report should be submitted with the licensee's renewal application and the question answered affirmatively. However, if the ownership report submitted with a station's last renewal application is "up-to-date" and has not been amended, a new report need not be filed with the current renewal application. The applicant should answer the question negatively and should supply the call letters of the station and the filing date of the renewal application with which the ownership report was submitted. An "up-to-date" ownership report is one that is current for each question on that report.
3. Aliens, foreign governments and corporations, and corporations of which any officer or director is an alien or of which less than 80% of the capital stock is owned or voted by U.S. citizens, are prohibited from holding a broadcast station license. Where a corporate licensee is directly or indirectly controlled by another corporation, of which any officer or more than 25% of the directors are aliens or of which less than 75% of that corporation's stock is owned or voted by U.S. citizens, the Commission must consider whether denial of renewal would serve the public interest. Licensees are expected to employ reasonable, good faith methods to ensure the accuracy and completeness of their citizenship representations.
4. This question is limited to adverse actions and judgments adjudicated or entered into within the preceding license term. Reportable activities consist of judgments or decrees, including settlement, consent, and like agreements, where the misconduct occurred either in the operation of the station for which renewal is requested or in the conduct of the other broadcast and non-broadcast activities of the renewal applicant and parties to that application, such as all partners and all corporate officers, directors, and stockholders with a 10% or more ownership interest in the applicant.
5. A licensee must maintain certain documents pertaining to its station in a file which should be kept at the station's main studio or other accessible place in the community of license. The file must be available for inspection by anyone during regular business hours. The documents to be maintained include applications for a construction permit and for license renewal, assignment or transfer of control; ownership and employment reports; and annual lists of local programs and responsive programming broadcast in the preceding twelve months. A complete listing of the required documents and their mandatory retention periods is set forth in Rules 73.3526 and 73.3527.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the benefit requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and application examiners, will use the information to determine whether the application should be granted, denied, dismissed, or referred for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

**BROADCAST EQUAL EMPLOYMENT
OPPORTUNITY PROGRAM REPORT**

(To be filed with broadcast license renewal application)

(For FCC Use Only)

Call Letters WAYB (WZKT as of 6/1/88)

Code No.

Name of Licensee Waynesboro Broadcasting Corporation

City and State which station
is licensed to serve Waynesboro, Virginia 22980

TYPE OF BROADCAST STATION (Check one)

Commercial Broadcast Station

☒ AM

☐ TV

☐ FM

☐ Low Power TV

☐ Combined AM & FM
in same area

☐ International

Noncommercial Broadcast Station

☐ Educational Radio

☐ Educational TV

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name <u>Scott Slocum</u>		Street Address <u>1304 Ivy Street, P.O. Box 40</u>	
City <u>Waynesboro</u>	State <u>Virginia</u>	ZIP Code <u>22980</u>	Telephone No. <u>(703) 943-9292</u>

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, and sex. See Section 73.2080 of the Commission's rules. Pursuant to these requirements, a license renewal applicant who employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives, and Hispanics). If minority group representation in the available labor force is less than five percent (in the aggregate), equal employment opportunity (EEO) program information for minority group members need not be filed. However, EEO program information must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant employs fewer than five full-time employees, no equal employment opportunity activity information need be filed.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in license renewal being delayed or denied. These requirements are contained in Section 73.2080 of the FCC Rules (47 CFR 73.2080), and are authorized by the Communications Act of 1934, as amended.

☐ If your station employs fewer than five full-time employees, check the box at left, complete the certification below, return the form to the FCC, and place a copy in your station's public file. You do not have to complete the rest of the form.

If your station employs five or more full-time employees, you must complete all of this form and follow all instructions.

☐ If minority group representation in the available labor force is less than 5 percent (in the aggregate) and you choose not to file EEO program information for minority groups, check the box at left and complete the rest of this form with only the information for your program directed towards women.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.
U.S. CODE, TITLE 18, SECTION 1001.**

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed
<i>Theresa B. Ayers</i>
Title President
Date May 27, 1988
Name of Respondent Waynesboro Broadcasting Corporation
Telephone No. (include area code) (703) 943-9292

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the license renewal requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and applications examiners, will use the information to determine whether the license renewal application should be granted, denied, dismissed or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552(a)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

The purpose of this document is to remind broadcast station licensees of their equal employment opportunity responsibilities and to provide the licensee, the FCC and the public with information about whether the station is meeting these requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

A broadcast station must also encourage applications from qualified minorities and women for hiring and promotion to all types of jobs at the station.

I. RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME Scott Slocum TITLE General Manager

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

II. POLICY DISSEMINATION

A broadcast station must make effective efforts to make management, staff, and prospective employees aware that it offers equal employment opportunity. The Commission considers the efforts listed below to be generally effective. Indicate each practice that your station follows. You also may list any other efforts that you have undertaken.

☒ Notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and that they have the right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☒ Our station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☐ We seek the cooperation of the unions represented at the station to help implement our EEO program and all union contracts contain a nondiscrimination clause.

☐ Other (specify)

III. RECRUITMENT

A broadcast station must make efforts to attract qualified minority and women applicants for all types of jobs at the station whenever vacancies occur.

Indicate each practice that your station follows and, where appropriate, list sources and numbers of referrals.

☒ When we place employment advertisements with media some of such advertisements are placed with media which have significant circulation or viewership, or are of particular interest to minorities and women in the recruitment area. Examples of media utilized during the past 12 months and the number of minority and/or women referrals are:

	Number of Referrals	
	Minority	Women
<u>No advertisements have been placed with the</u>	<u></u>	<u></u>
<u>media during the past 12 months</u>	<u></u>	<u></u>



Recruit prospective employees from educational institutions, including area schools and colleges with minority and women enrollments. Educational institutions contacted for recruitment purposes during the past 12 months and the number of minority and/or women referrals are:

Educational Institution	Number of Referrals	
	Minority	Women
<u>James Madison University</u>	<u>none</u>	<u>none</u>
<u>Stuarts Draft High School</u>	<u>none</u>	<u>two</u>
<u>Waynesboro High School</u>	<u>none</u>	<u>one</u>



Contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of such organizations contacted during the past 12 months are:

Organization	Number of Referrals	
	Minority	Women
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____



We encourage present employees to refer qualified minority and women candidates for job openings. The number of minority and/or women referrals are:

Minority	Women
<u>none</u>	<u>none</u>



Other (specify) and the number of minority and/or women referrals are:

Minority	Women
_____	_____

IV. JOB HIRES

A broadcast station must consider applicants for job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for available positions, it must make efforts to encourage them to apply for job openings.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) June 1, 1987 and ending (Month-Day-Year), May 31, 1988 we hired:

Total hires 7 Minorities 0 Women 5

During this period, for positions in the upper four job categories, we hired:

Total hires, upper 1 Minorities 0 Women 0
four categories

V. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to qualify and apply for advancement.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) June 1, 1987 and ending (Month-Day-Year) May 31, 1988 we promoted:

Total promotions 0 Minorities 0 Women 0

During this period, in the upper four job categories, we promoted:

Total promotions, upper 0 Minorities 0 Women 0
four categories

VI. AVAILABLE LABOR FORCE

A broadcast station must evaluate its employment profile and job turnover against the availability of minorities and women in the relevant labor market. The FCC will use labor force data for the MSA in which your station is located, or county data if the station is not located in an MSA, to evaluate your station's equal employment efforts. If you use these data in your evaluation, you need not submit them to the FCC.

VI. Available Labor Force

The following is based on information derived from The Virginia Employment Commission's "LMI for Affirmative Action Planning, Table 1 - Labor Force by Sex, Race/Ethnic Group" per the 1986 Census Update figures contained within this report.

Total Labor Force per the 1986 Census Update	45,640	
Total Whites in Labor Force	42,594	93%
Total Women in Labor Force	19,658	43%
Total Blacks in Labor Force	2,580	5%
Total Asian or Pacific Islanders in Labor Force	126	
Total American Indians or Alaskan Natives		
In Labor Force	65	
Total Hispanics in Labor Force	251	

The above information was compiled from figure totals for the cities of Waynesboro and Staunton and for the County of Augusta and is representative of our listenership area.

This section is optional:

As an alternative to MSA or county labor force data, you may use other data that more accurately reflect the percentages of women and minorities in the labor force available to your station. If such alternative data are used, that data must be submitted on the table below and an explanation attached as to why they are more appropriate.

Percentage in the Labor Force	Women	Blacks not of Hispanic Origin	Asian or Pacific Islanders	American Indians or Alaskan Natives	Hispanics
	See Explanation Attached				

The above information is for:

☐

M.S.A.

☒

City

☒

County

☐

Other (specify)

VII. COMPLAINTS

You must provide here a brief description of any complaint which has been filed before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the station including the persons involved, the date of filing, the court or agency, the file number (if any), and the disposition or current status of the matter. Examples of such jurisdiction may include the Equal Employment Opportunity Commission, state and local equal opportunity commissions, or other appropriate agencies.

There have been no complaints filed alleging unlawful discrimination in the employment practices of WAYB Radio.

VIII. OTHER INFORMATION

You may also describe other information that you believe would allow the FCC to evaluate more completely your efforts in providing equal opportunity in employment at your station. Submission of such information is optional. Among the additional information you may choose to provide are:

Any training programs the station has undertaken that are designed to enable minorities and women to compete in the broadcast employment market including, but not necessarily limited to, on-the-job training and assistance to students, schools or colleges.

Any problems the station has experienced in assuring equal employment opportunity, or attracting qualified minority and women candidates for employment or promotion.

Any efforts the station has undertaken or will undertake to promote equal opportunity in its employment and to encourage applications from minorities and women.

SEE ATTACHED

VIII. OTHER INFORMATION

Recruitment - When utilizing media for the purpose of recruitment, help-wanted advertisements include the statement that we are an equal opportunity employer and our ads contain no indication, either explicitly or implied, as to a preference for one sex over another.

Assistance is provided to students, to schools and colleges in programs designed to enable minorities and women to compete in the broadcast employment market on an equitable basis. One such program is "Giant View", a program done by Junior and Senior High School students in conjunction with the public speaking class at Waynesboro High School.

Hires - During the 12-month period prior to the filing of this application, we had a total of 7 new employees hired, 5 of which were women. An analysis of our new hires suggests that a sufficient number of qualified women are applying for available positions. However, qualified minorities are not applying for new hire positions when they become available.

Promotions - It is our policy to provide promotions on a non-discriminatory basis. Special effort is taken to encourage minorities and women to qualify and apply for advancement. However, during the past twelve months, we have had no promotions to management level positions.

During the past twelve months, we have had a woman as President of the Corporation, a woman in the position of Administrative Assistant and a woman as an Account Executive. For eleven of the past twelve months, the woman serving as President of the Corporation also served as General Manager. Due to the relatively small size of our company, there are very few management level positions available and turnover in the area of management is rare.

We have had success in hiring women with our company. However, we have had very little success in attracting minority applicants and employees. We believe this is due to the low percentage of qualified minority residents in the area.

UNITED STATES OF AMERICA
FEDERAL COMMUNICATIONS COMMISSION

File No.: BZ-850802AF

Call Sign: WAYB

AM BROADCAST STATION LICENSE

Subject to the provisions of the Communications Act of 1934, as amended, subsequent Acts, Treaties, and Commission Rules made thereunder, and further subject to conditions set forth in this license,¹ the LICENSEE

WAYNESBORO BROADCASTING CORPORATION

is hereby authorized to use and operate the radio transmitting apparatus hereinafter described for the purpose of broadcasting for the term ending 3 a.m. Local Time in accordance with the following:

October 1, 1988

1. Station location: Waynesboro, VA

2. Main Studio location:
(Listed only if not at
transmitter site or not
within boundaries of
principal community)

3. Remote control location: ---

4. Transmitter location: 1304 Ivy Street,
Waynesboro, VA

North latitude : 38 ° 04 ' 42 "
West longitude: 78 ° 53 ' 47 "

5. Transmitter(s): Type Accepted. (See Sections 73.1660, 73.1665 and 73.1670 of the Commission's Rules.)

6. Antenna and ground system: 180' (185' overall height) uniform cross-section, guyed, series excited vertical radiator with two sidemounted communications type antennas. Ground system: 120 buried copper radials 170' in length plus a 50'x50' ground screen. Theoretical efficiency: 310.5 mV/m/kW @ one km.

7. Obstruction marking and lighting specifications — FCC Form 715, paragraphs: None required

8. Frequency (kHz.): 1490

9. Nominal power (kW): 1.0 Day
1.0 Night

Antenna input power (kW): 1.0 Day

☒ Non-directional antenna: current 2.86 amperes; resistance 122.0 ohms.
☐ Directional antenna : current --- amperes; resistance --- ohms.

1.0 Night

☒ Non-directional antenna: current 2.86 amperes; resistance 122.0 ohms.
☐ Directional antenna : current --- amperes; resistance --- ohms.

10. Hours of operation: Specified in construction permit ~~or~~ previous authorization

11. Conditions: Licensee shall accept such interference as may be imposed by other existing 250 watt Class IV stations in the event they are subsequently authorized to increase power to 1000 watts.

The Commission reserves the right during said license period of terminating this license or making effective any change or modification of this license which may be necessary to comply with any decision of the Commission rendered as a result of any hearing held under the rules of the Commission prior to the commencement of this license period or any decision rendered as a result of any such hearing which has been designated but not held, prior to the commencement of this license period.

This license is issued on the licensee's representation that the statements contained in licensee's application are true and that the undertakings therein contained so far as they are consistent herewith, will be carried out in good faith. The licensee shall, during the term of this license, render such broadcasting service as will serve public interest, convenience, or necessity to the full extent of the privileges herein conferred.

This license shall not vest in the licensee any right to operate the station nor any right in the use of the frequency designated in the license beyond the term hereof, nor in any other manner than authorized herein. Neither the license nor the right granted hereunder shall be assigned or otherwise transferred in violation of the Communications Act of 1934, as amended. This license is subject to the right of use or control by the Government of the United States conferred by Section 606 of the Communications Act of 1934, as amended.

¹ This license consists of this page and pages

Dated: DEC 18 1985

